



TITLE: Software Engineering Supervisor

DEPARTMENT: Production Development

REPORTS TO: Product Development Director

COMPENSATION: Competitive wages based on experience

BENEFITS: Medical, dental, vision, life insurance, short and long term disability insurance, paid time off package, 401k with company contribution, FSA or HSA options, educational assistance, dependent scholarship program, onsite fitness center, and much more!

General Responsibilities:

Develop, implement and maintain custom software functionality, and the associated databases, in support of company strategic initiatives, business development efforts, marketing plans and departmental projects. Oversee the day to day activities of the software engineers, ensuring adherence to project specifications, plans and timelines. Devise and implement a plan to foster this critical programming skill set, and the related resources, to ensure sustained productivity and future system viability. Coach and develop staff to higher levels of performance and productivity. Oversee functional testing and periodic analysis to ensure system performance, quality and reliability.

Leadership Qualities:

Results – Delivers results and is committed to achieving our goals. Manages project plans and workload effectively, ensuring adherence to timelines and milestones. Constructively addresses issues when they arise.

Behaviors - Models our company values and behaviors and holds their team to the same standard. A calm, thoughtful, curious approach to tasks and challenges with an optimistic, can-do attitude. Leads by example.

Communication - Timely, clear and proactive communication that minimizes “surprises”. Someone who leverages our vital conversations philosophy and training.

Technical Skills - Advanced technical expertise and understanding with the ability to take complex vision, theory, and challenges and translate them into actionable, understandable steps for their team. Ability to coach and advise staff in the execution of their activities, and provide input to supervisors and customers in the composition of their requests.

People Development - Identifies team member strengths and weaknesses, and appropriately coaches and develops them. Helps team members plan to attain their future development goals

Customer Focused – Empathy and advocacy for both internal and external customers.

Organizational - Develops relationships within the company to be effective and identifies the need for, and develops systems and tools to support the team. Strong company and product knowledge.

Primary Duties:

- Project management for new software, configuration and enhancement initiatives
- Resource planning, allocation and tracking
- Resource coaching and development
- Establish and enforce group processes and procedures including programming best practices and methodology
- Maintain software documentation and revision control



- Establish, track and publish departmental metrics – Drive improvement against the metrics
- Assist in the development of specifications and oversee the implementation of new software, functionality and enhancements
- Provide software system integration, and ensure interoperability
- Provide quality assurance system for all group output
- Address acute system issues and user requests for support
- Participate in department projects and teams as requested by the Director

Secondary Duties:

- Serve as a technical resource for data extraction and analysis
- Assist users and departments in effectively leveraging our production software tools
- Participate in the identification of new software and technology solutions
- Remain current on emerging software technology and trends
- Remain current on project management and software engineering best practices

Specific Duties:

- Enhance and maintain the CraneBrain® software offering
- Create and maintain CraneBrain® product configurators
- Create and maintain 2D and 3D CAD product drawings and models
- Create and maintain product bills of material and routings in CraneBrain®
- Create and maintain project task listings and timelines
- Document and enforce departmental processes and procedures
- Perform periodic and annual performance reviews
- Conduct periodic group meetings
- Lead the CraneBrain® Steering Committee
- Translate the Gorbels® CraneBrain® Vision into shorter term, actionable steps within Software Engineering
- Establish an individual development plan by employee
- Develop a 3-5 year staffing plan and maintain appropriate staffing levels
- Create and maintain our web based software functionality such as GOAT (Service ticket system), Sales Lead Utility and CSR Quote Manager
- Work in conjunction with Marketing to maintain and enhance our public website, including support for Sitefinity CMS.
- Prioritize and assign KACE user tickets and configuration enhancement requests

Minimum Requirements:

- § A Bachelor's Degree in Software Engineering, Computer Science, or a related degree
- 5+ years of professional experience
- Strong leadership, communication and interpersonal skills
- Project, task and staff management skills
- Experience developing software in a Microsoft environment, Windows Server, SQL Server, Visual Studio, IIS, Team Foundation Server (TFS)
- ASP.NET and VB.NET programming experience
- SQL programming and familiarity with Microsoft SQL Server



- Object Oriented Programming and Analysis experience
- XML experience
- Strong HTML, JavaScript, DHTML skills
- Detail oriented and quality focused

Work Environment:

ADA Physical/Mental/Workplace Requirements

- Occasional lifting up to 25 lbs.
- Sitting, working at desk/personal computer for extended periods of time
- Primary work environment is professional corporate office

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